

4 SIMPLE STEPS TO **ALIGN** YOUR

LEADERSHIP PURPOSE



Does purpose really matter?

Managing and motivating knowledge workers requires more than financial reward, as Daniel Pink demonstrates in his book, *Drive*.

Pink looks at various studies on motivation at work and concludes that we have three innate needs at work - autonomy, mastery and purpose.

Ensuring that your leadership team has a joint purpose that resonates with their own personal values will improve motivation, increase drive, and allow your team to experience joy more often in their work.

Consciously reflect on the following 4 questions to help realign your leadership purpose.

1. Why did you choose to become a leader?

For many leaders, the journey from manager to leader seems unconscious - but it was, and is, still a choice.

Ask yourself why you became a leader. What drove you to do so? What choices did you make throughout that process?

Looking back on when, how, and why you chose to be a leader is the starting point for understanding your leadership path.

2. How did you make the critical transition from manager to leader?

Many leaders fail to consider the difference between management and leadership.

Managers lead their team by directing and managing outcomes. Leaders succeed through influencing people and outcomes.

How are you influencing gathering, rather than managing?

3. What kind of leader are you choosing to be and why?

There are many types of leaders, and yet, few of the leaders I know have consciously chosen the type of leader they wish to be.

Is your vision to be a functional leader, known for your expertise in a certain field and leading a small team, a professional leader (great at managing people, processes and systems to deliver projects) or a transcendental (enterprise) leader, a person others choose to follow?

Your choice will determine how you operate.

4. What impact do you want to have as a leader?

Good leadership is about influence and impact. You may not be aware of the impact your leadership is having on your team, your organisation, or even the wider community, but as a leader your impact matters.

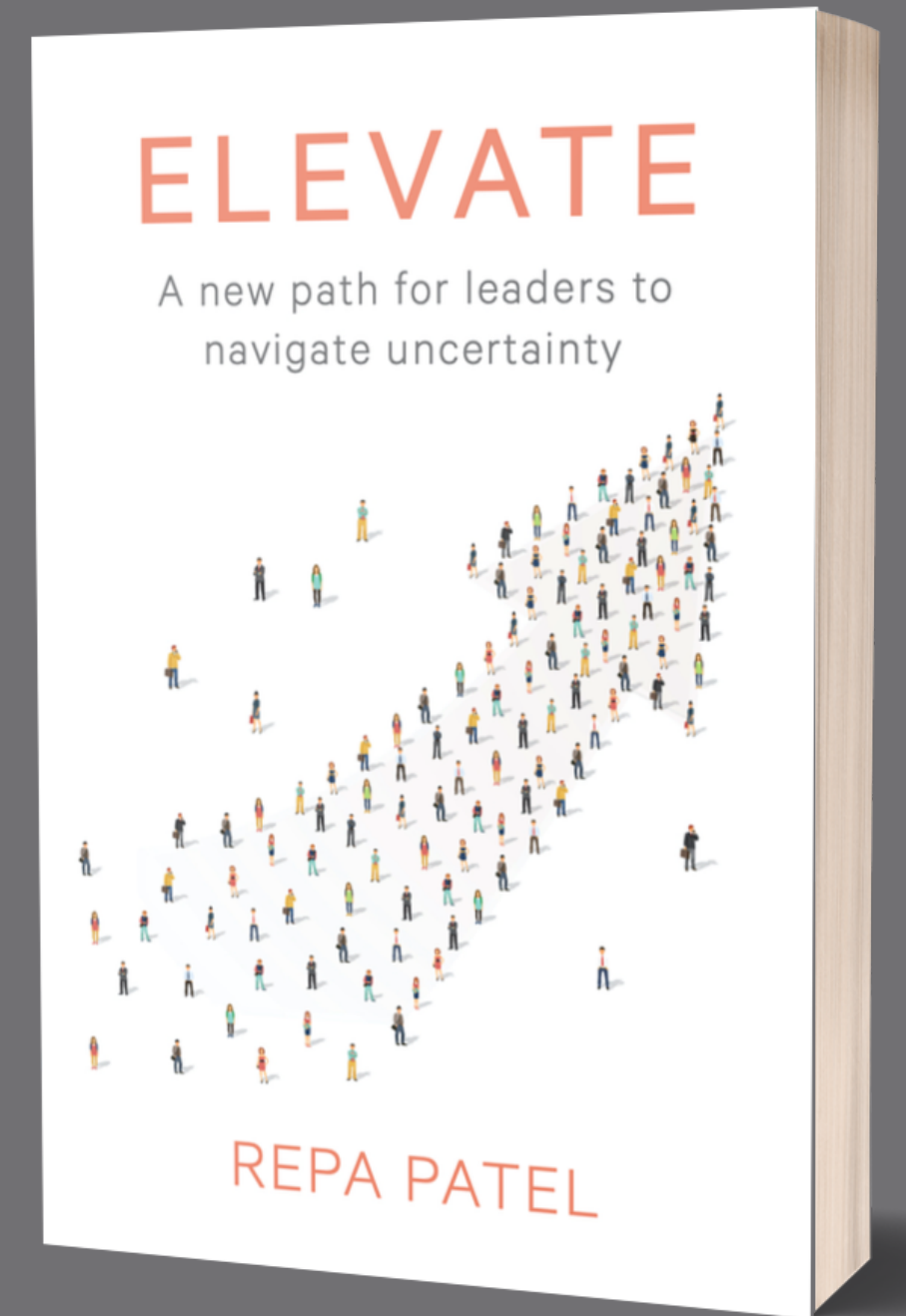
For some leaders, your focus may be on influencing your direct team. For others, it may be about organisational or cultural change.

Having a conscious awareness of your influence and impact ensures you can direct your energy where it matter most.



ELEVATE YOUR LEADERSHIP

For more proven tools to lead authentically, navigate change, and experience more joy at work, order your copy of my book, ELEVATE.



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